

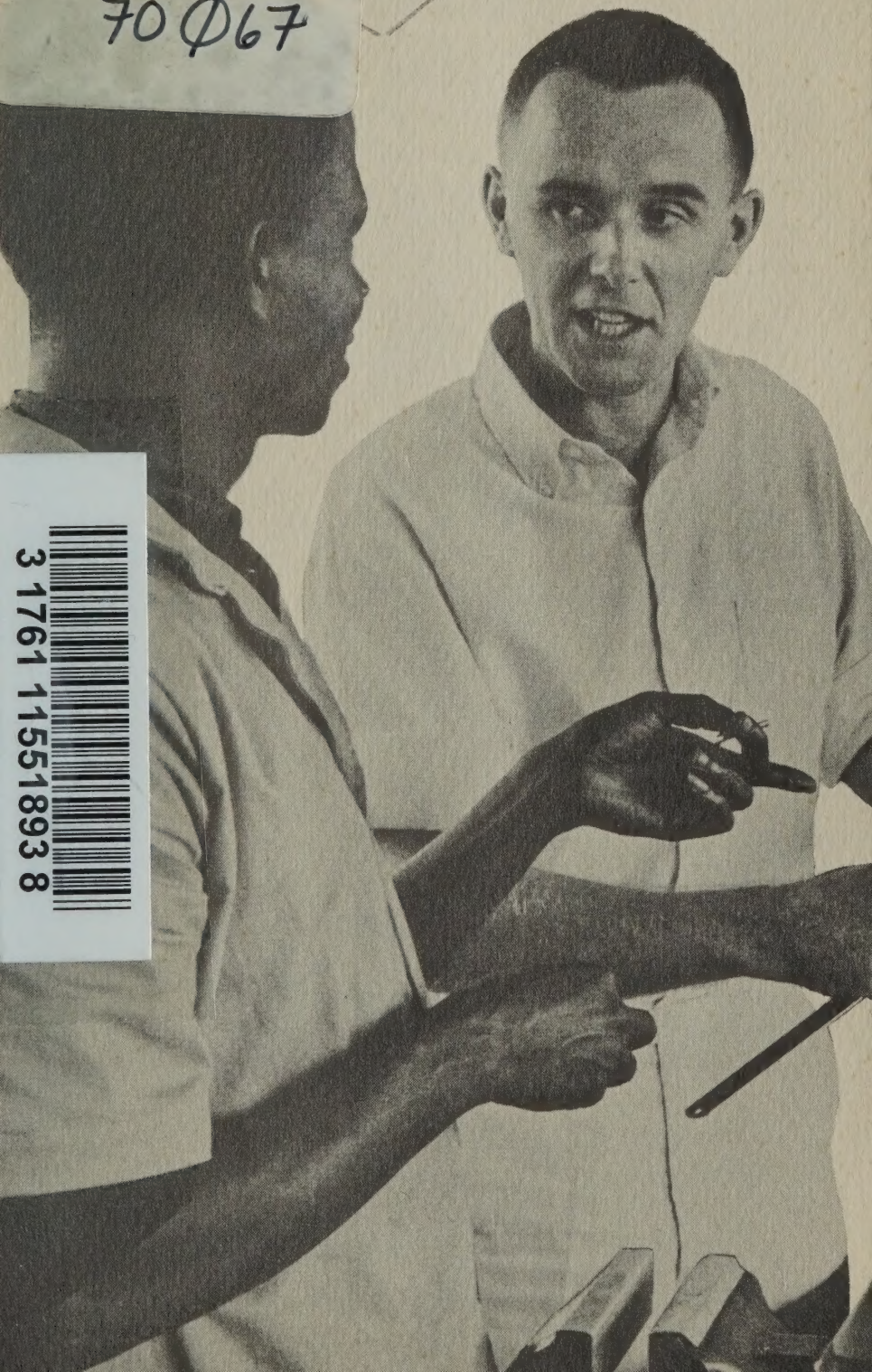
opportunities for service abroad

under the Canadian programmes
for international development

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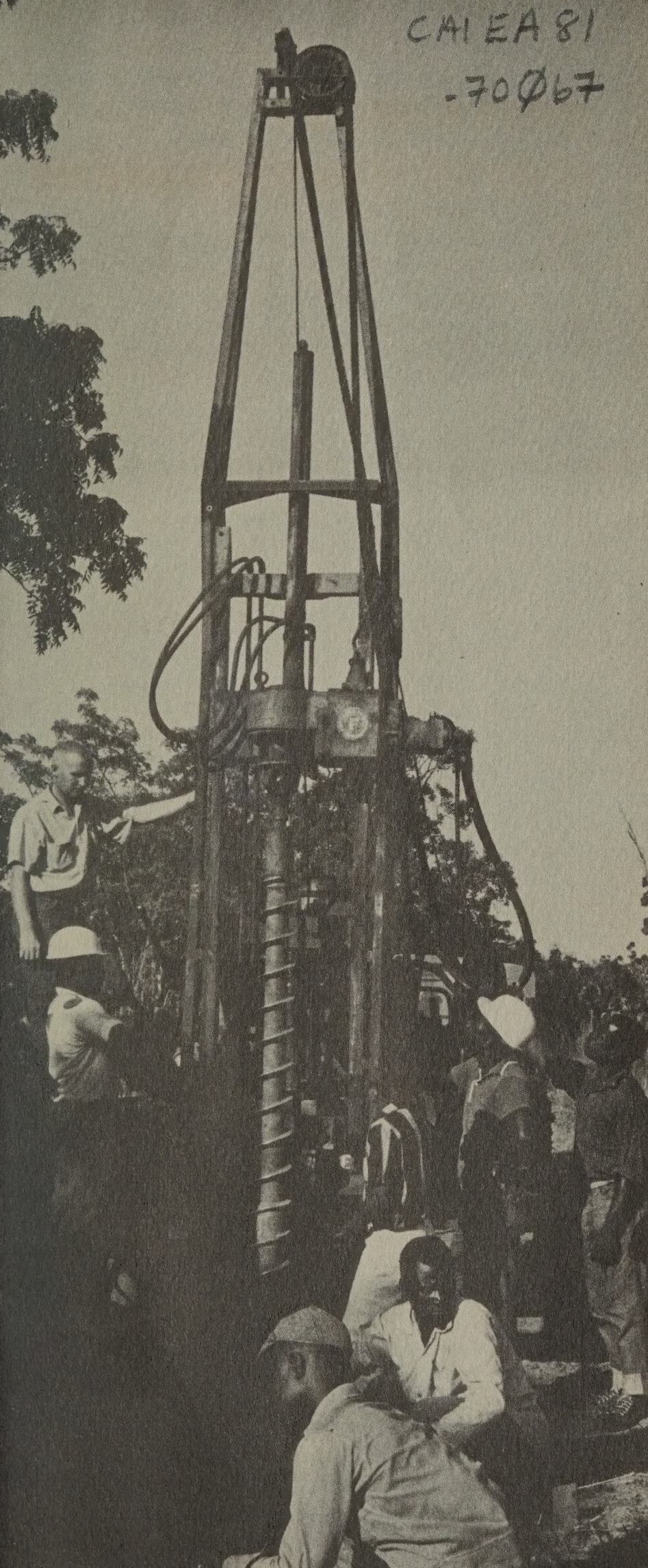
partners in world development

Assistance to developing countries is an important element in Canada's foreign relations. The first programme of development assistance in which Canada participated was the Colombo Plan, established in 1951 to help countries in south and southeast Asia. To the Colombo Plan have been added programmes in Africa, both in the Commonwealth and French-speaking countries, and in the Commonwealth countries of the Caribbean area. Recently, a programme of loan assistance has been established for Latin America. All of these are bilateral programmes. The Canadian Government also contributes financially to the technical assistance programmes of the United Nations and its specialized agencies, assists several of these agencies in recruiting Canadians for service under their programmes, and arranges training programmes in Canada for scholars sponsored by them.

The administration of the Canadian programmes for international development is the responsibility of the Canadian International Development Agency (CIDA), formerly the External Aid Office. The Secretary of State for External Affairs is the responsible Minister.

Canadian assistance is provided in response to requests from the governments of developing countries interested in receiving it. **Technical assistance** is provided by sending professionally and technically qualified Canadians for service abroad as experts in their special fields. Foresters, doctors, entomologists, and economists are among those of many occupations who have served abroad as experts. Also under technical assistance Canada offers training to students from developing countries. Under **capital assistance**, Canada provides Canadian materials, equipment, and engineering services for the construction of hydro-electric stations, bridges, and similar facilities. Capital assistance also embraces the supply of commodities such as nickel, asbestos and wheat. However, it is with technical assistance

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that this paper is concerned; in particular, it deals with the recruiting of Canadians for service abroad and with the terms and conditions of such service.

KINDS OF SKILLS NEEDED

Requests submitted to Canada by the governments of the developing countries and international organizations cover a wide range of activities, embracing almost every professional field. Most requests call for experts with at least ten years' experience, though lesser experience is occasionally acceptable. As a few examples of past activities, we have had a land surveyor in British Honduras; a consultant for animal feed plants in the Cameroon Republic; a mining engineer in India; an expert in public administration in Ghana; a fisheries adviser in Uganda; and a consultant in nursing instruction in Trinidad.

LIVING CONDITIONS

Living conditions abroad vary from country to country and within the same country. Housing is usually of a reasonable standard; local foods may be strange, and health standards may not be those to which Canadians have become accustomed. Though the local problems may sometimes, particularly at the outset of an assignment, present a somewhat discouraging picture, experts and their families can, and in the great majority of cases do, live in reasonable comfort and good health. With a mature attitude of mind, all who serve abroad on a development project should be able to enjoy a rewarding and useful experience.

RECRUITMENT OF EXPERTS IN CANADA

In recruiting experts, CIDA enjoys the cooperation of both federal and provincial government departments, and of technical and professional associations and organizations of all kinds across Canada. With the assistance of these organizations, CIDA makes its requirements known and obtains advice in locating suitable candidates for particular assignments.

In many instances, Canadians approach CIDA directly to inquire about opportunities for service abroad. They are asked to complete personal history forms; and when no suitable assignments are available, their interest is recorded in a roster of potential candidates. As each new request for technical assistance is considered,



the roster is referred to for names of suitable candidates.

The personal history form is treated as a confidential document, and its submission creates no obligation respecting future employment.

METHODS OF ENGAGEMENT

A Canadian accepted for service abroad under one of Canada's programmes for international development is usually engaged under a service contract with CIDA. As such he becomes a contractor to the Crown and not a government employee. Depending on the requirements of an assignment, the initial period of service may range from a few weeks to two years.

At the request of the host government, and with the agreement of the individual contractor and of CIDA, the assignment may be extended. It is not the policy of CIDA to offer assignments to other than Canadian citizens except for the most urgent needs for which qualified Canadians are not available.

Under the usual contract terms the expert is paid a fee comparable to Canadian salary levels for his qualifications and experience. In addition he may receive, in the case of short-term contracts for six months or less, a per diem allowance to take into account extra expenses he may be put to. Those under contract for periods of more than six months receive overseas allowances according to a scale that takes into account the expert's fee, number of dependants accompanying him, and the living conditions of the country relative to those prevailing in Canada. Federal and provincial civil servants engaged for service abroad are usually seconded to CIDA from the individual's parent department for the period of the assignment. Under this arrangement, the expert continues to receive his salary from his department, as well as an overseas allowance. Both payments, and the department's normal share of other payroll items, such as pension contributions, are reimbursed to the department by CIDA.

Under the provisions of the Income Tax Act of Canada an expert's fee or, in the case of a seconded expert, his salary, are considered taxable; and the appropriate deductions for income tax are made at source. Under the same provisions the overseas allowance is considered exempt from income tax, and no deductions with respect to it are made. All advisers must file a Canadian income tax return yearly.

Under the terms of the agreements between the Government of Canada and the governments of the developing countries the expert's Canadian income is exempt from income tax levied by the country in which he is serving.

LEAVE OF ABSENCE AND RE-INSTATEMENT

Most assignments are for a relatively short term of two years or less; and, since they are arranged only in response to requests, it is not possible for CIDA to give any guarantee that further assignments will be available upon completion of the first. Consequently, Canadians planning assignments abroad under service contracts with CIDA should make arrangements that will ensure as far as possible re-instatement in their positions in Canada upon completion of their assignments. If an expert is contributing to a pension plan, he should arrange for the continuation of his contributions before leaving Canada as CIDA assumes no responsibility for these payments.



TRANSPORTATION

CIDA is responsible for the transportation of an expert from his home to the country of service and for his return at the end of the assignment. Transportation is also provided, under the same terms and conditions, for the expert's wife and dependent children when the assignment is for a year or more and when the members of his family will each spend at least six months in the country of service.

Travel is by air (economy class) via the most direct route. Transportation arrangements are the responsibility of CIDA for all outward journeys, and Canadian air carriers are used to the greatest extent possible.

INSURANCE

Experts are required to have accident and sickness insurance meeting minimum standards. If the present coverage does not meet these a group plan specifically designed for experts serving abroad is available for subscription through CIDA. Details will be given to all advisers before completion of the contract or secondment.

MEDICAL CLEARANCE

Before being accepted for assignment, each

expert and his dependants are required to undergo a thorough medical examination to complete the immunization programme prescribed for his country of service. Self-explanatory instructions are issued by CIDA, which bears the costs of the medical examination and of the immunization programme.

PERSONAL EFFECTS

CIDA pays the cost of storing the personal effects and household goods that an expert does not take abroad with him up to certain limits. In addition, provision is made to cover the cost of shipping personal effects and household goods other than heavy furniture by sea. Delivery of such a shipment may take as long as three months, depending on point of origin and destination. There is also provision for the shipment by air freight of a limited quantity of effects that will be urgently needed between the time of the expert's arrival and the arrival of his personal effects by sea. Additional information on this subject will be available to the expert before his departure.

LEAVE

While abroad on a long-term assignment, a technical expert is entitled to four weeks leave a year which is taken as circumstances permit after consultation with the local authorities.

CONTRIBUTION BY THE HOST COUNTRY

The host country is expected to make some contribution towards the total cost of an assignment arranged on its behalf. The nature of this contribution varies from country to country; but it usually includes living accommodation with basic furnishings, either rent-free or at nominal cost, and any expenses incurred while travelling on duty within the host country. In addition, the expert is usually entitled to exemption from customs duties on his personal effects and on an automobile when he first enters his country of service. However, candidates should ask about the precise regulations of their country of assignment.

FURTHER INFORMATION

Canadians who are professionally and technically qualified and who are interested in serving abroad are invited to write for further information to the Canadian International Development Agency, Ottawa 4, Ontario, Canada.